

Teacher Evaluation Advisory Committee

April 8, 2010

Principal Evaluation Subcommittee

Members Present: Senator Dolores Gresham (chair); Representative Harry Brooks; Mr. Jimmy Bailey, principal of Arlington International Leadership Magnet School
Also Present: Debbie Gould, United Way; Nathan James, Policy and Research Analyst for Senate Education Committee; Brad Smith, SCORE; Price Rainer, SCORE; Tim Gaddis, TDOE

Senator Gresham opened the meeting by reviewing the minutes from the 4/1/10 meeting. It was reaffirmed that Brad Smith will provide for the subcommittee examples of evaluation policies from a representative group of districts. Representative Brooks requested that the information provided include some schools that are using the TAP model.

Subcommittee members reviewed the timeline for TEAC's work provided by Erin O'Hara at the 4/1/10 meeting. Senator Gresham pointed out that the subcommittee will need to create a more detailed timeline for its work.

Representative Brooks and Senator Gresham expressed a desire for the subcommittee to consider the separation of principal contracts from contracts between the LEA and the teacher bargaining unit. Senator Gresham said that the subcommittee needs to learn about performance pay plans for principals. She distributed a resource from the University of Arkansas Office for Educational Policy as a way to begin research on the issue.

Senator Gresham said that a number of principals and other stakeholders have expressed that they want a chance to provide direct input to the subcommittee as it does its work. She will work with Tim Gaddis to set up this opportunity and will report at the next subcommittee meeting. Possible ideas included face-to-face meetings and a variety of electronic platforms. Senator Gresham pointed out that it would be critical to publicize meetings well and give plenty of notice.

Senator Gresham said that the subcommittee may want to bring in distinguished experts, as SCORE has done, in the course of developing its recommendations. Brad Smith agreed to help with those arrangements if possible.

Brad Smith presented information on current systems for principal evaluation nationally and here in Tennessee. Representative Brooks asked whether any of the systems include evaluation of the principal's relationship with parents and students. Of the examples presented only Ohio includes this element. It was pointed out that VAL-ED has been positively reviewed in research. Mr. Bailey pointed out that the instruments include multiple surveys or observations and that the time necessary for implementation must be considered very carefully.

Mr. Bailey brought up a number of issues to be considered in formulating the subcommittee's recommendations:

- Who will conduct evaluations, especially in districts with a large number of principals?
- What is the time necessary for the evaluation process?
- The evaluation process should be clear and easy to implement.
- The process and any instruments must be cost effective.
- It will need to be determined who pays the cost of a new evaluation system—the LEA or the state.
- It will be necessary for all stakeholders in the process to be thoroughly informed and trained.

Brad Smith told the subcommittee that a Teacher Working Conditions Survey would be administered as a part of the state's Race to the Top plans. This survey may be useful in considering principal evaluation.

Mr. Bailey expressed concern about the possibility of creating an evaluation system/instrument that is too complex and time consuming. He reiterated that it will be important for the subcommittee to seek ways to streamline the evaluation process.

Senator Gresham added that the subcommittee must be guided by the principle of creating an evaluation system that is both *respected* and *relevant*.

The subcommittee asked Brad Smith to provide the group with copies of Tennessee code with relevant points for discussion.

The next meeting of the Principal Evaluation Subcommittee will be on Thursday, April 29 immediately following the meeting of TEAC at the TEA building.

Respectfully submitted,
Tim Gaddis